

Jackson County Twenty First Century Coun

Executive Director / CEO

EIN 631241053

AL · NTEE J20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cathy Mitchell, Executive Director / CEO** (\$62,000) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

Benchmarked executive: Cathy Mitchell — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J20).
BUDGET	Total revenue between \$211,938 and \$474,489 — 0.67x to 1.50x the subject's \$316,326 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,260	\$45,303	\$64,131	\$76,257	\$87,129	\$62,000
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to AL cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Project Success Coalition	UT	\$317,875	Director	\$72,241	\$70,461	2023
Save A Suit	CT	\$321,014	Executive Dir.	\$43,686	\$37,915	2024
Career Connectors Network	AZ	\$326,527	Founder Ceo	\$60,923	\$54,234	2024
Urban Solutions Training & Development Corporation	MI	\$327,984	Founder And Ceo	\$6,000	\$5,732	2024
Shirlington Employment And Education Center Inc	VA	\$328,025	Executive Director	\$71,756	\$64,131	2024
Ct Against Gun Violence Education Fund Inc	CT	\$328,483	Exec Dir (Thru 1/3/24)	\$26,538	\$23,032	2024
First Call For Help Of Ellis County Inc	KS	\$302,465	Executive Dir	\$46,689	\$46,689	2024
Christian Womens Job Corps Of Kerr County	TX	\$301,268	Executive Director	\$70,092	\$64,900	2024
Working Family Solidarity	IL	\$332,018	Executive Director	\$59,167	\$53,843	2024
Black Cooperative Impact Fund	CA	\$332,956	President	\$60,000	\$49,374	2023
Open Employment	CA	\$335,183	President	\$60,000	\$47,957	2024
Belvedere Real Care Providers Network Inc	MD	\$297,411	Vice President	\$24,000	\$21,383	2023
Timberline Adult Day Services	CO	\$339,071	Executive Director	\$86,656	\$76,914	2024
Nevada Business Opportunity Fund	NV	\$292,801	Executive Director	\$556,640	\$516,470	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dress For Success Sw Florida Inc	FL	\$290,787	Executive Director	\$75,510	\$67,600	2023
Career Transitions Inc	MT	\$289,279	Executive Dir.	\$85,736	\$83,341	2025
Njea Frederick L Hipp Foundation For	NJ	\$288,553	President	\$195,157	\$161,287	2024
International Hartford Ltd	CT	\$344,420	Executive	\$85,000	\$73,770	2024
Suttons Support Services Inc	FL	\$344,964	Ceo	\$85,500	\$74,348	2024
Dress For Success Worcester Inc	MA	\$284,377	Executive Director	\$80,604	\$67,046	2024
Diffvelopment	NJ	\$281,193	Ceo	\$43,750	\$36,157	2024
Northern Tier Industry And Education Consortium In	PA	\$280,735	Executive Director	\$37,798	\$34,890	2024
Music City Construction Careers Inc	TN	\$357,097	Training Director	\$78,375	\$76,257	2024
Ccyp Inc	MA	\$273,215	Ceo	\$92,060	\$78,837	2023
Siskiyou County Jobs Council	CA	\$266,910	Executive Dir.	\$26,689	\$21,962	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to AL cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT 77 organizations. Compensation range \$5,732–\$516,470; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$316,326); for reference, expenses \$274,761 and assets \$655,704.

ROLE MATCH Cathy Mitchell, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	44 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	40 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Cathy Mitchell) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 77 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,000 is reasonable (approximately the 44th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.